

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

19-CA-96276

Date Filed

1/11/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MultiCare Health System-Auburn Medical Center		b. Tel. No. 253-403-1372
		c. Cell No. 253-306-0595
		f. Fax No. 253-403-7966
d. Address (Street, city, state, and ZIP code) 202 N Division Street, Auburn, WA, 98001	e. Employer Representative Jody Smith	g. e-Mail Jody.Smith@multicare.org
		h. Number of workers employed 10,000+
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Patient care	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)3 _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(b) (6), (b) (7)(C) is one out of 235 employees, that employer is engaged in negotiations for a first contract with MultiCare. Within the last 6 months (b) (6), (b) (7)(C) a (b) (6), (b) (7)(C) at Auburn Medical Center has been harassed and retaliated against by the Employer, for ~~protected activity~~ union and protected concerted activity. EM

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Edisa Musinovic, Organizer, SEIU Healthcare 1199NW

4a. Address (Street and number, city, state, and ZIP code) 15 S Grady Way Ste. 200, Renton, WA 98057	4b. Tel. No. 425-917-1199
	4c. Cell No. 425-919-3982
	4d. Fax No. 425-917-9707
	4e. e-Mail edisam@seiu1199nw.org

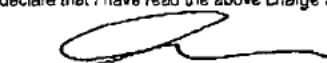
## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union Healthcare 1199NW

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(Signature of representative or person making charge)

Edisa Musinovic

(Print type name and title or office, if any)

Tel. No.

425-917-1199

Office, if any, Cell No.

425-919-3982

Fax No.

425-917-9707

e-Mail

edisam@seiu1199nw.org

Address 15 S Grady Way Ste. 200, Renton WA 98057 1-11-2013 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case

19-CA-96578

Date Filed

1/16/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a Name of Employer The Boeing Company		b Tel. No. 206-766-5482
		c Cell No. 206-850-5830
		f Fax No. 206-662-3750
d Address (Street, city, state, and ZIP code) 535 Garden Ave. N, Renton, WA 98057	e Employer Representative Kristi Blunk, HR	g e-Mail kristi.m.blunk@boeing.com
		h Number of workers employed 50,000+
i Type of Establishment (factory, mine, wholesaler, etc.) office	j Identify principal product or service airplanes	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Boeing violated section 2: "an employer shall not be prohibited from permitting employees to confer with him (labor organization) during working hours without loss of time or pay." Boeing gave me a CAM (Corrective Action Memo), stating that I could not contact SPEEA during the day, and that I had to wait to do so during weekends, nights and holidays. (SPEEA is not open those times/days.). In the CAM, Boeing states that I'm not allowed to tell any employee that I'm being harassed/bullied/threatened/discriminated against/treated disparately, etc... Boeing has falsely accused me of making derogatory and harassing comments to others. Boeing is also penalizing me for taking sick days, which is a union benefit. Boeing has stated that I cannot argue/refute/appeal their statements regarding job performance and behavior, or else they will terminate me. This means that Boeing is always right and I am always wrong. This gives me no rights at all. Due to reporting lead for harassment, Boeing moved me to a different group, against my will, & gave a fabricated NORA and PM.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C) (a SPEEA member)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

SPEEA

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)  
(signature) person making charge)(b) (6), (b) (7)(C)  
(Print/type name and title or office, if any)

Tel No. (b) (6), (b) (7)(C)

Office, if any, Cell No.  
(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C) 1/15/2013  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case  
19-CA-96605

Date Filed  
1/16/2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer First Student, Inc.		b. Tel. No. 907-486-3600
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2014 Mill Bay Rd. Kodiak, AK 99615	e. Employer Representative Jerry Clark	g. e-Mail
		h. Number of workers employed 35
i. Type of Establishment (factory, mine, wholesaler, etc.) School bus service	j. Identify principal product or service Home to school transportation	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
During the last six months the Employer, through its officers, agents or representatives, has interfered with, restrained or coerced employees in the exercise of their rights guaranteed in Section 7 of the Act by discriminating against employee (b) (6), (b) (7)(C) in assignment of work, equipment and promotion in retaliation for (b) (6) perceived union activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

same

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6 DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

By (b) (6), (b) (7)(C) charge)

an Individual

(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

same

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

1/16/2013  
(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 19-CA-096928	Date Filed 1-23-13

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practices occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Oregon School Employees Association	b. Tel. No.
	c. Cell No. (b) (6), (b) (7)(C)
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 4735 Liberty Rd S, Salem OR, 97302	e. Employer Representative Steven Araujo
	g. e-Mail (b) (6), (b) (7)(C)
	h. Number of workers employed approx. 40
i. Type of Establishment (factory, mine, wholesaler, etc.) Union	j. Identify principal product or service Union representation
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)1 and 8(a)2 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2013, (b) (6), (b) (7)(C) filed a Level 2 grievance for a contract violation by management of the Oregon School Employees Association. Additionally, on or about January 15, 2013, (b) (6), (b) (7)(C) began meeting with and contacting other employees (OSEASU staff union members and other employees) about the prospect of collective action and concerted activity within our workplace, and to create a caucus within OSEASU to more directly confront the bullying management culture. On or about January 22, 2013, (b) (6), (b) (7)(C) began receiving directives limiting work and contact without explanation. On January 23, 2013, (b) (6), (b) (7)(C) sent a directive explaining to (b) (6), (b) (7)(C) that (b) (6) is to not freely associate with various community groups and coalitions as an individual outside of OSEA. (b) (6) explained this could lead to termination.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
8. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature) (date) Address (b) (6), (b) (7)(C) 01/23/2013 (date)	
Tel. No.	
Office, if any, Cell No.	
Fax No.	
e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case

19-CA-97370

Date Filed

1/30/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer The Boeing Company		b. Tel. No. 206-766-5482
		c. Cell No.
		f. Fax No. 206-662-3750
d. Address (Street, city, state, and ZIP code) 535 Garden Avenue North Renton, WA 98057	e. Employer Representative Kristi Blunk, HR	g. e-Mail kristi.m.blunk@boeing.com
		h. Number of workers employed 50,000 +
i. Type of Establishment (factory, mine, wholesaler, etc.) office	j. Identify principal product or service airplanes	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The Employer issued me a corrective action memo (CAM), Performance Management and a Notice of Remedial Action (NORA) on about (b) (6), (b) (7)(C) 2013 for discriminatory reasons relating to my union activities and support. I attended a meeting in about the beginning of January, 2013, during which I was told by the Employer that I could not talk about the Union or contact the Union, I subsequently received an e-mail from the Employer reiterating the discussion that took place during this meeting. The Employer placed me on leave on (b) (6), (b) (7)(C) 2013 and then terminated my employment on (b) (6), (b) (7)(C) 2013 for discriminatory reasons, including reasons related both to my union activities and support AND in retaliation for a previously filed NLRB Charge in Case 19-CA-096578. Additionally, in about January 2013, the job coach with whom I was required by the Employer to consult with, who is an agent of the Employer, informed me that I could not exercise my rights under the contract to take sick leave.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature) or person making charge (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)
		Office, if any, Cell No.
		Fax No.
Address (b) (6), (b) (7)(C) 1/30/13 (date)		e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-097529

Date Filed

2-1-13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

United States Postal Service

b. Tel. No. 503-294-2203

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

715 NW Hoyt Street  
Portland, OR 97208

e. Employer Representative

Shawneen Betha, Postmaster

g. e-Mail

h. Number of workers employed  
1500+

i. Type of Establishment (factory, mine, wholesaler, etc.)

Mail Processing

j. Identify principal product or service

Mail Delivery

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (11) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about December 2012, the above named Employer has interfered with, restrained, and coerced its employees in the exercise of their Section 7 right by its actions including the issuance of discipline for collective bargaining activities. The service issued a disciplinary letter of warning to (b) (6), (b) (7)(C) dated (b) (6), (b) (7)-12.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Portland Oregon Area Local, 128

4a. Address (Street and number, city, state, and ZIP code)

2380 SE Morrison Street  
Portland, OR 97214

4b. Tel. No. 503-231-1797

4c. Cell No.

4d. Fax No. 503-231-8705

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Postal Workers Union, AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

B

(Signature of representative or person making charge)

Brian Dunsmore, President

(Print type name and title or office, if any)

Tel. No.

503-231-1797

Office, if any, Cell No.

Fax No.

503-231-8705

e-Mail

2380 SE Morrison ST Portland OR 97214

Feb. 01, 2013

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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INTERNET  
FORM NLRB-501  
10-071

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 USC 3512

DO NOT WRITE IN THIS SPACE

Case	Date Filed
19-CA-98155	2/12/2013

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practices occurred, or to the nearest.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer UPS		b. Number of workers employed 2000
c. Address (Street, city, state, and ZIP code) 4455 7th Ave S Seattle, WA 98108	d. Employer Representative Brian Person	e. Telephone No. (206) 621-6411 Fax No. (206) 621-6254
f. Type of Establishment (factory, mine, wholesaler, etc.) Parcel Delivery	g. Identify principal product or service Delivery Service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1A), subsections (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
<p>2. Basis of the Charge (Set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On or about Wednesday (b) (6), (b) (7)(C) 2013 the Company (UPS) retaliated against myself for my concerted and protected union activity after I questioned supervisor (b) (6), (b) (7)(C) regarding performing bargaining unit work in violation of the collective bargaining. I am also a (b) (6), (b) (7)(C) and I had been covering an extra shift which is scheduled from 8am-12pm which is normally assigned to another employee. At approximately 10am I asserted my rights as a (b) (6), (b) (7)(C) and informed (b) (6), (b) (7)(C) the work (b) (6), (b) (7)(C) was performing was bargaining unit work. After the conversation (b) (6), (b) (7)(C) attitude toward me became cold and I was told to clock out prior to the normal end time of the shift I was covering.</p> <p>Bargaining unit member (b) (6), (b) (7)(C) was witness to this conversation.</p>		
3. Full name of union filing charge (If labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A		
<p>6. DECLARATION</p> <p>(b) (6), (b) (7)(C) the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>By (b) (6), (b) (7)(C) (Print name and use office, if any)</p> <p>(b) (6), (b) (7)(C)</p> <p>Address (b) (6), (b) (7)(C) (Telephone No.) (b) (6), (b) (7)(C) 2/8/13 (date)</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case	Date Filed
19-CA-098732	2-20-13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Fidelity National Financial, Inc.

b. Tel. No. 503-585-3890

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

198 Commercial Street SE - Suite 200  
Salem, Oregon 97301

e. Employer Representative

Theodore K. Urton  
VP & County Manager

g. e-Mail

h. Number of workers employed  
50+

(Kelly Feese, Attorney 925-817-3713)

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Officesj. Identify principal product or service  
Financial Services

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2012, during a disciplinary meeting with manager (b) (6), (b) (7)(C) and supervisor (b) (6), (b) (7)(C) an employee was ordered not to talk about the meeting to anyone, and repeatedly threatened with immediate discharge if the employee did so, in violation of the employee's Section 7 rights.

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

by Trent T. Whitford, Attorney

4a. Address (Street and number, city, state, and ZIP code)

c/o Whitford Law Offices LLC

1819 D Street NE

Salem, Oregon 97301 503-365-8700

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) n/a

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature of representative or person making charge)

Attorney

(Print type name and title or office, if any)

Tel. No.

503-365-8700

Office, if any, Cell No.

Fax No. 503-365-8701

e-Mail

whitfordlaw@comcast.net

Address 1819 D Street NE, Salem, Oregon 97301

2/20/13

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-99017

Date Filed

2/25/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Pacific Publishing Company		b. Tel. No. (206) 461-1300
		c. Cell No.
		f. Fax No. (206) 461-1289
d. Address (Street, city, state, and ZIP code) 636 South Alaska Street Seattle, WA 98108-1727	e. Employer Representative Robert Munford, Operations Manager	g. e-Mail
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Newspaper Publisher	j. Identify principal product or service Newspapers	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six (6) months, the Employer has engaged in the following conduct:

- a) discriminated against employees to discourage employees from membership in any labor organization;
- b) refused to bargain collectively with Union representatives; and
- c) unilaterally withdrew recognition from the Union.

## 3 Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters District Council No. 2, Local 747M

4a. Address (Street and number, city, state, and ZIP code) 710 E. Commonwealth Avenue Fullerton, CA 92831-3842	4b. Tel. No. (714) 447-3382
	4c. Cell No.
	4d. Fax No. (714) 447-3385
	4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature of representative of person making charge)

Donna Butler, Esq. Hayes &amp; Cunningham

(Print/type name and title or office, if any)

Tel. No.

(619) 297-6900

Office, if any, Cell No.

Fax No.

(619) 297-6900

e-Mail

dmb@sdlaborlaw.com

Address 5925 Kearny Villa Rd., Suite 201, San Diego, CA 92123

2/22/2013

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-99114

Date Filed 2/25/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practices occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Alaska Ship & Dry Dock	b. Tel. No. (503) 706-2998	
	c. Cell No.	
	f. Fax No. (503) 706-2998	
d. Address (Street, city, state, and ZIP code) 3801 Tongass Ave. Ketchikan AK 99901	e. Employer Representative Susan C. Haley	g. e-Mail
		h. Number of workers employed 100
i. Type of Establishment (factory, mine, wholesaler, etc.) Shipbuilding/Shipyard and Repair	j. Identify principal product or service Shipyard Repairs	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) subsections (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Within the last six months the above named employer has discriminated against employees on account of Union and/or protected activity. The employer has refused to bargain in good faith with the Charging Party. The Employer has engaged in unlawful acts of surveillance and has otherwise interfered with rights guaranteed by Section 7 of the Act. The employer has furthermore packed the bargaining unit by retaining employees. The employer also discharged one employee on account of Union and/or protected activity.		
3. Full name of party filing charge (If labor organization, give full name, including local name and number) INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIPBUILDERS, BLACKSMITH, FORGERS AND HELPERS LOCAL 104		
4a. Address (Street and number, city, state, and ZIP code) 2800 First Avenue Seattle, WA 98121	4b. Tel. No. (206) 623-6473	
	4c. Cell No.	
	4d. Fax No. (206) 250-0030	
	4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIPBUILDERS, BLACKSMITH, FORGERS & HELPERS		
6. DECLARATION  I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  By <u>David A. Rosenfeld</u> (signature of representative or person making charge)  Address: 1001 Marina Village Parkway, Suite 200 Alameda Ca 94501		Tel. No. (510) 337-1001 Office, if any, Cell No. Fax No. (510) 337-1023 e-Mail
February 25, 2013 (date)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1/705432



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

19-CA-99233

Date Filed

2/26/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Republic Parking Systems

b. Tel. No. 206 787-1249

c. Cell No.

f. Fax No. 206 783-4324

d. Address (Street, city, state, and ZIP code)  
Republic Parking Northwest, Inc.  
200 West Mercer St., Suite #E-103  
Seattle, WA. 98119e. Employer Representative  
Vince T. Speziale  
Director of Operationsg. e-Mail  
vspeziale@republicpar

h. Number of workers employed

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Service Industryj. Identify principal product or service  
Parking management and shuttle bus services

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1st subsections) 5, 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The employer through its agents, officers, and/or representatives continues to discriminate and retaliate against (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) a (b) (6), (b) (7)(C) as evidenced by its refusal to allow (b) (6), (b) (7)(C) the use of paid vacation time for two days (b) (6), (b) (7)(C) requested for time off because of (b) (6), (b) (7)(C) medical condition. The company has approved (b) (6), (b) (7)(C) request for time off for the dates of (b) (6), (b) (7)(C) on a leave without pay basis only, and approved (b) (6), (b) (7)(C) use of paid vacation time for (b) (6), (b) (7)(C). The company alleges that (b) (6), (b) (7)(C) can't have the use of paid vacation time for (b) (6), (b) (7)(C) & (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) didn't request the vacation time with at least 10 days notice. The fact is that the ten (10) days doesn't apply in this situation, and even if it did, the cba allows for the parties to mutually agree to waive any of the cba's leave/vacation restrictions when unforeseen circumstances arise. This is evidence of the ongoing and continuing pattern of discrimination and harassment of a (b) (6), (b) (7)(C).

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Teamsters, General Teamsters Local 959

4a. Address (Street and number, city, state, and ZIP code)

520 E. 34th Avenue, Suite 102  
Anchorage, AK 99503

4b. Tel. No. 907-751-8557

4c. Cell No.

4d. Fax No. 907-751-8595

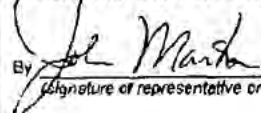
4e e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters, General Teamsters Local 959

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



By

(Signature of representative or person making charge)

John Marton, Business Representative

(Print type name and title or office, if any)

Tel. No. 907-751-8557

Office, if any, Cell No.

Fax No. 907-751-8595

e-Mail  
jmarton@akteamsters.com

Address 520 E. 34th Avenue, Suite 102, Anchorage, AK 99503

2/26/2013  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

19-CA-99244

Date Filed

2/27/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Comcast Communications, Inc.

b. Tel. No. (425) 921-8085

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

12845 Stone Ave. N.  
Seattle, WA 98133

e. Employer Representative

Mandy Wild

g. e-Mail

h. Number of workers employed  
130i. Type of Establishment (factory, mine, wholesaler, etc.)  
Communications Networkj. Identify principal product or service  
Communications, Broadband and Vide Provider

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the above named employer by and through its owners, agents and representatives, at its Seattle, Washington location, violated Sections 8(a)(1) and (3) of the Act by terminating employee (b) (6), (b) (7)(C) for engaging in Union and concerted protected activities. (b) (6), (b) (7)(C) is a known Union supporter and worked on the same crew as other known Union supporters that have been illegally terminated by the employer for engaging in Union and concerted protected activities. The employer's stated reason for the termination of (b) (6), (b) (7)(C) is pretextual and demonstrably contrived and false.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Electrical Workers, Local Union 89

4a. Address (Street and number, city, state, and ZIP code)

P.O. Box 3219  
Arlington, Washington 98223

4b. Tel. No. (380) 657-1423

4c. Cell No.

4d. Fax No. (360) 657-7216

4e. e-Mail

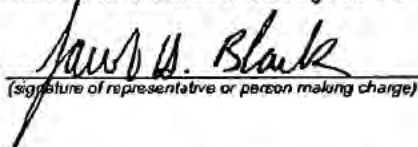
## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Electrical Workers

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)

Jacob H. Black, Attorney

(Print/type name and title or office, if any)

Tel. No. (206) 467-6700

Office, if any, Cell No.

Fax No. (206) 467-7589

e-Mail

jblack@unionattorneysnw.com

Address 2101 Fourth Avenue, Suite 1000, Seattle, Washington 98121

2/27/13

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-99336	2/28/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a Name of Employer <b>MONTANA INSTITUTE OF FAMILY LIVING d/b/a Park Manor Retirement Home</b>		b Tel No. <b>(406)761-1444</b>
d Address (street, city, state ZIP code) <b>100 CENTRAL AVE. GREAT FALLS, MT 95404</b>		c Cell No.
e Employer Representative <b>Del Nelson, Administrator</b>		f Fax No.
i Type of Establishment (factory, nursing home, hotel) <b>Retirement Home</b>		g e-Mail
j Principal Product or Service <b>Retirement / Assisted Living</b>		h, Dispute Location (City and State) <b>Great Fall, MT</b>
		k. Number of workers at dispute location approx. 15-18

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

The above-named Employer has interfered with, restrained, and coerced employee (b) (6), (b) (7)(C) by placing (b) (6), (b) (7)(C) on administrative leave in or about (b) (6), (b) (7)(C) 2012 through about (b) (6), (b) (7)(C) 2013, and then terminating (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) 2013, in retaliation for (b) (6), (b) (7)(C) having engaged in protected concerted activities, including by raising concerns to the management company and/or the Board of Directors.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

4a Address (street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>		4b Tel. No.
		4c Cell No. <b>(b) (6), (b) (7)(C)</b>
		4d Fax No.
		4e e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge. By: <b>(b) (6), (b) (7)(C)</b>		Tel No.
(sig) <b>(b) (6), (b) (7)(C)</b>		Office, if any, Cell No. <b>(b) (6), (b) (7)(C)</b>
Print Name and Title Date <b>2-28-13</b>		Fax No.
		e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case  
19-CA-99488

Date Filed  
3-1-13

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Alpha Broadcasting

b. Tel. No. 503-517-6000

c. Cell No.

f. Fax No. 503-517-6401

d. Address (Street, city, state, and ZIP code)  
1211 SW Fifth Avenue, Suite 600  
Portland, OR 97204

e. Employer Representative  
Bob Proffitt, President and COO

g. e-Mail

h. Number of workers employed

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Radio

j. Identify principal product or service  
Radio Broadcasting

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, the above named Employer discriminated against its employee (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activity, or in order to discourage such activity.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an Individual

(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

3-1-13  
(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET  
FORM NLRB-501  
(2-09)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
19-CA-99574Date Filed  
3/4/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Community First Credit Union		b. Tel. No. (800) 247-7328
		c. Cell No.
		d. Fax No.
d. Address (Street, city, state, and ZIP code) 855 Ross Loop Dupont, WA 98327	e. Employer Representative Roger Gieseke Cindy McKrill	g. e-Mail
		h. Number of workers employed 40
i. Type of Establishment (factory, mine, wholesaler, etc.) credit union	j. Identify principal product or service financial services	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above-named employer, by its officers, agents, or representatives, has retaliated against (b) (6), (b) (7)(C) by placing (b) (6) on administrative leave in response to (b) (6) complaints and questions regarding (b) (6) performance review. The employer also directed (b) (6), (b) (7)(C) not to discuss (b) (6) complaints with fellow employees and instructed employees not to contact (b) (6), (b) (7)(C) after (b) (6) was placed on administrative leave.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Tel. No. (b) (6), (b) (7)(C)

## 4c. Cell No.

## 4d. Fax No.

## 4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I, (b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/Type name and title or office, if any)

## Tel. No. (b) (6), (b) (7)(C)

## Office, if any, Cell No.

## Fax No.

## e-Mail

Address (b) (6), (b) (7)(C)

3/1/13  
(Date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

**DO NOT WRITE IN THIS SPACE**

Case

19-CA-100198

Date Filed

3/12/2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Snoqualmie Indian Tribe

b. Tel. No. 425-888-6551

c. Cell No. 425-466-9302

f. Fax No. 425-888-6727

d. Address (Street, city, state, and ZIP code)

8960 Railroad Ave. Snoqualmie, WA. 98065

e. Employer Representative

Alisa Culp Burley

g. e-Mail

alisa@snoqualmietribe.us

h. Number of workers employed  
150+

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Tribal Government

j. Identify principal product or service  
Government Services

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Termination for "suspicion" and "gag order". Employees have been told they cannot speak to (b) (6), (b) (7)(C) subsequently, Myself. Employees express fear of losing their jobs when speaking or encountering myself after the action that terminated me for "suspicion" and they have breached contract. Withholding of my personal belongings to include documents needed to file 2012 taxes. Ordered that any contact I wish to make to the Tribe, it's members or its employees needs to be channeled through their attorney.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.  
(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

3/7/2013

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
19-CA-100658

Date Filed  
3-19-13

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Grand Central Baking Co - Oregon  
AKA Grand Central Bakery

b. Tel. No.

503-808-9860

c. Cell No.

f. Fax No.

503-235-6323

g. e-Mail

c.wilson@grandcentralbaking.com

h. Number of workers employed

211

d. Address (Street, city, state, and ZIP code)

2249 NW York St.  
Portland, OR 97210

e. Employer Representative

Claire Randall, Co-Owner and GM  
Cheryl Wilson, Human Resources

i. Type of Establishment (factory, mine, wholesaler, etc.)

BAKERY and Food SERVICE

j. Identify principal product or service

Bread and Prepared Foods

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis (b) (6), (b) (7)(C) set forth a clear and concise statement of the facts constituting the alleged unfair labor practice(s).

On (b) (6), (b) (7)(C) 2013, the above-named employer discharged its employee (b) (6), (b) (7)(C) for concerted activity in the form of discussing ~~compensation~~ the terms and conditions set by the employer regarding the ~~wages~~ and working conditions of the employer's employees.  
compensation

3. (b) (6), (b) (7)(C) charge (if labor organization, give full name, including local name and number)

an individual

4a. (b) (6), (b) (7)(C) (state, and ZIP code)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

an individual

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

Address

(b) (6), (b) (7)(C)

3/19/13  
(date)

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S.C. 1825)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-100767	Date Filed 3/20/2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer  Real Estate Management Specialists, Inc.		b. Tel.No. (406) 755-0961	
		c. Cell No. (406) 250-0198	
		f. Fax No. (406) 755-8366	
		g. e-Mail kburkett@montanasky.net	
		h. Number of workers employed	
d. Address (street, city, state, ZIP code) 282 Fourth Avenue WN, Kalispell, MT 59901		e. Employer Representative Karen Burkett, President	
i. Type of Establishment (factory, mine, wholesaler, etc.) real estate management		j. Identify principal product or service real estate management	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

The above-named Employer has interfered with, restrained, and coerced (b) (6), (b) (7)(C) by placing (b) (6), (b) (7)(C) on administrative leave in or about (b) (6), (b) (7)(C) 2012 through (b) (6), (b) (7)(C) 2013, and then by terminating (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) 2013, in retaliation for (b) (6), (b) (7)(C) having engaged in protected concerted activities, including by raising concerns about terms and conditions of employment.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4c. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4a. Tel.No.**

(b) (6), (b) (7)(C)

**4b. Cell No.**

( )

**4d. Fax No.**

( )

**4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare (b) (6), (b) (7)(C) that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) an individual  
(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

3-15-13  
(date)**Tel.No.**

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

( )

**Fax No.**

( )

**e-Mail**

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA): 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-101303	Date Filed 3/27/2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer  Montana Institute of Family Living d/b/a Park Manor Retirement Home	b. Tel.No. (406)761-1444 c. Cell No. ( ) f. Fax No. (406) 761-1522 g. e-Mail  h. Number of workers employed
d. Address (street, city, state, ZIP code) 100 Central Avenue, Great Falls, MT 95404	e. Employer Representative Dale Nelson, Administrator
i. Type of Establishment (factory, mine, wholesaler, etc.) retirement home	j. Identify principal product or service retirement home/assisted living
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  On or about (b) (6), (b) (7)(C) 2012, the above-named Employer transferred (b) (6), (b) (7)(C) to a less favorable worksite and subsequently terminated and/or constructively discharged (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) 2012, in retaliation for (b) (6), (b) (7)(C) protected concerted activity and the protected concerted activity of (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
3. Full name of party filing charge (if labor organization including local name and number) (b) (6), (b) (7)(C)	
4c. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4a. Tel.No. (b) (6), (b) (7)(C) 4b. Cell No. ( ) 4d. Fax No. ( ) 4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that the foregoing statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) an individual (Print/type name and title or office, if any)  3-20-2013 (date)  Address (b) (6), (b) (7)(C)	
Tel.No. (b) (6), (b) (7)(C) Office, if any, Cell No. ( ) Fax No. ( ) e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 19-CA-101351	Date Filed 3/27/2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer  Real Estate Management Specialists, Inc.	b. Tel.No. (406)755-0961
	c. Cell No. (406) 250-0198
	f. Fax No. (406) 755-8366
	g. e-Mail kburkett@montanasky.net
	h. Number of workers employed

d. Address (street, city, state, ZIP code) 282 Fourth Avenue WN, Kalispell, MT 59901	e. Employer Representative Karen Burkett, President
i. Type of Establishment (factory, mine, wholesaler, etc.) real estate management	j. Identify principal product or service real estate management

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act..

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2012, the above-named Employer transferred (b) (6), (b) (7)(C) to a less favorable worksite and subsequently terminated and/or constructively discharged (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) 2012, in retaliation for (b) (6), (b) (7)(C) protected concerted activity and the protected concerted activity of (b) (6), (b) (7)(C)

**3. Full name of party filing charge (if labor organization including local name and number)**

(b) (6), (b) (7)(C)

**4c. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4a. Tel.No.**

(b) (6), (b) (7)(C)

**4b. Cell No.**

( )

**4d. Fax No.**

( )

**4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) an individual  
(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

3-20-2013  
(date)

**Tel.No.**

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

( )

**Fax No.**

( )

**e-Mail**

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT**

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INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

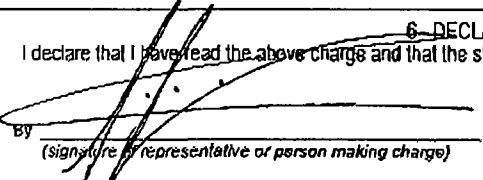
19-CA-101714

Date Filed

4/1/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer Crown Distributing Co., Inc.	b. Tel. No. 425-252-4192
	c. Cell No.
	f. Fax No. 425-258-3016
d. Address (Street, city, state, and ZIP code) 19401 85th Ave. NE Kenmore, WA 98028	e. Employer Representative Richard King
	g. e-Mail richardking@hotmail.com
	h. Number of workers employed 96
i. Type of Establishment (factory, mine, wholesaler, etc.) Distributor	j. Identify principal product or service Beverages
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Charging Party is and has been at all material times the statutory 9(a) representative of an appropriate unit of the Employer's employees. Within the last six months, the above named Employer has violated Sections 8(a)(1) and (3) of the Act by intimidating and retaliating against employees for engaging in protected and concerted union activity.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters Union, Local No. 38	
4a. Address (Street and number, city, state, and ZIP code) 2601 Everett Avenue Everett, WA 98201	4b. Tel. No. 425-252-3800
	4c. Cell No.
	4d. Fax No. 425-252-3889
	4e. e-Mail dwilbur@teamsters38.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	SaNni M-K Lemonidis (Print type name and title or office, if any)
Address 2101 Fourth Avenue, Suite 1000, Seattle, WA 98121	Tel. No. 206-467-8700
	Office, if any, Cell No.
	Fax No. 206-467-7589
	e-Mail shull@unionattorneysnw.com
	4-1-13 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
19-CA-102007Date Filed  
4/4/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer The Millionair Club Charity	b. Tel. No. (206) 728-5627
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 2515 Western Ave. Seattle, WA. 98121	e. Employer Representative Rhonda Kopelli
	g. e-Mail
	h. Number of workers employed 50_ +
i. Type of Establishment (factory, mine, wholesaler, etc.) construction	j. Identify principal product or service building construction
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (11st subsections)(3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about October 8, 2012, the above named Employer, by its officers, agents and/or representatives has denied (b) (6), (b) (7)(C) the opportunity to use its construction work hiring hall, and has denied (b) (6), (b) (7)(C) work opportunities because of (b) (6), (b) (7)(C) union and/or protected concerted activity.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) By (b) (6), (b) (7)(C) An Individual (Print/type name and title or office, if any) Address (b) (6), (b) (7)(C) 4/4/13 (date)	
Tel. No. (b) (6), (b) (7)(C)	
Office, if any, Cell No.	
Fax No.	
e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case  
19-CA-102456Date Filed  
4/10/2013**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Bags, Inc.		b. Tel. No. 407-849-0670
		c. Cell No. 407-625-4378
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 21400 International Blvd. SeaTac WA  6751 Forum Dr., Ste 200, Orlando FL	e. Employer Representative Wendy E. Ash VP, Human Resources	g. e-Mail
		h. Number of workers employed approx. 250
i. Type of Establishment (factory, mine, wholesaler, etc.) Wheelchair, Skycap, Baggage services at airport	j. Identify principal product or service Customer services	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a) (1) and 8(a) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Respondent is a private sector employer providing wheelchair, skycap, checker and baggage services as a contractor to airlines at Sea-Tac Airport. The National Mediation Board determined in Bags, Inc., 40 NMB 44 (2013) that "Bags, Inc. and its employees at Sea-Tac are not subject to the RLA."  Within the last six (6) months, BAGS, Inc., by its agents, officers, and/or representatives, has threatened employees who have been attempting to exercise their rights under Section 7 of the National Labor Relations Act. (Continued on Page 2.)		

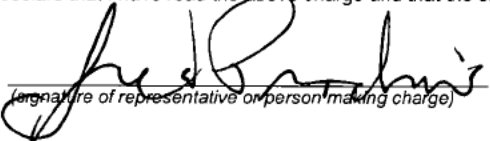
3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Service Employees International Union (SEIU) Local 6

4a. Address (Street and number, city, state, and ZIP code) 3720 Airport Way South Seattle WA 98124	4b. Tel. No. 206-448-7348
	4c. Cell No.
	4d. Fax No. 206-441-5120
	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union, CTW, CLC	

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



Fred Prockiw, Director, Organizing

(Print/type name and title or office, if any)

Tel. No. 206-448-7348

Office, if any, Cell No.  
206-850-3723

Fax No. 206-441-5120

e-Mail  
fprockiw@seiu6.org

Address 3720 Airport Way S, Seattle WA 98134

4/10/2013  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Page 2, continuation of Item #2: Basis of the Charge

Within the last six (6) months, BAGS, Inc., by its agents, officers, and/or representatives, has discriminated against (b) (6), (b) (7)(C) a BAGS, Inc. employee, by interfering with, and by restraining or coercing (b) (6), (b) (7)(C) for engaging in protected concerted Union activities.

Since March 2012, and at all times thereafter, BAGS, Inc. managers have given employees an employee handbook that includes the company's rules and policies, and have maintained those rules and policies. In numerous sections, these rules and policies unlawfully restrict employees in the exercise of their Section 7 rights. The work rules in question restrict activities protected by the Act; furthermore, employees could reasonably construe several of the written rules to restrict such lawfully protected activities.



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-103028

Date Filed

4/17/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Community First Credit Union

b. Tel. No. (800) 247-7328

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed  
40

d. Address (Street, city, state, and ZIP code)

955 Ross Loop  
Dupont, WA 98327

e. Employer Representative

Roger Gieseke  
Cindy McKrill

i. Type of Establishment (factory, mine, wholesaler, etc.)

Credit union

j. Identity principal product or service

Financial services

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (4)

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer, through its officers, agents, or representatives, has interfered with, restrained, or coerced employees in the exercise of their rights guaranteed in Section 7 of the Act by interrogating employees during the investigation of an unfair labor practice charge without first making proper assurances, and by disciplining employee (b) (6), (b) (7)(C) for engaging in protected concerted activity using Facebook and/or for speaking with an agent of the NLRB during the investigation.

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

4/17/2013  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

19-CA-103158

Date Filed

4/18/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practices occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Aramark

b. Tel. No. 509-244-5143

c. Cell No. 435-730-1431

f. Fax No.

g. e-Mail

h. Number of workers employed  
Unknown

d. Address (Street, city, state, and ZIP code)

100 W. Bong

FAFB, Wa. 99011

e. Employer Representative

Brian Holzworth

i. Type of Establishment (factory, mine, wholesaler, etc.)

Food Service

j. Identify principal product or service

Food

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1. Interfering with and coercing employees in the exercise of rights relating to organizing to join a labor organization for collective bargaining purposes. Note: Anti union documents and letters distributed by employer to employees through US mail and during management held meetings are available upon request..

2. Punishing and threatening termination of employees for engaging in union or protected concerted activity.

Note: Aramark's "Corrective Action Report" and Aramark Fairchild's policy on subject of charge is available upon request.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## B. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Tel. No.

Office, if any, Cell No.

Fax No.

e-Mail

Address

(b) (6), (b) (7)(C)

4/17/2013  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 161 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



ATTACHED FORM NLRB-501 (2-08)		UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER		DO NOT WRITE IN THIS SPACE	
		Case	Date Filed		
		19-CA-103486	4/23/2013		
INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.					
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT					
a. Name of Employer Molen Oral and Facial and Surgery		b. Tel No. 253-470-5020			
		c. Cell No. 253-592-2877			
		f. Fax No.			
d. Address (Street, city, state, and ZIP code) 16202 64th St E, Suite 118 Sumner, WA 98390		e. Employer Representative David Molen		g. e-Mail	
				h. Number of workers employed - 9	
i. Type of Establishment (factory, mine, wholesaler, etc.) dental surgery		j. Identify principal product or service dental and oral surgery			
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)					
Within the past six (6) months, the above-named employer has retaliated against (b) (6), (b) (7)(C) by discharging (b) (6) because of (b) (6) protected concerted activity.					
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)					
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel No.			
		4c. Cell No. (b) (6), (b) (7)(C)			
		4d. Fax No.			
		4e. e-Mail (b) (6), (b) (7)(C)			
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)					
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) Signature of charging party (b) (6), (b) (7)(C) an individual (Print type name and title of office, if any) (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) 4/23/13 (date) (b) (6), (b) (7)(C)					
7. Tel. No. Office, Home, Cell No. (b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C)					

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

#### PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 161 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74842-43 (Dec. 19, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to involve its processes.

FORM NLRB-501

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-104045	4-29-2013

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Reliable Appliance Repair, LLC		b. Number of workers employed 20
c. Address (street, city, state, ZIP code) 1200 E. 76th Ave., Anchorage, AK 99518	d. Employer Representative Michael Rounds, owner	e. Telephone No. 907-522-4041 907-522-4036 fax
f. Type of Establishment (factory, mine, wholesaler, etc.) Appliance Shop	g. Identify principal product or service Appliance repair	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>That on (b) (6), (b) (7)(C) 2013, the Employer terminated (b) (6), (b) (7)(C) because of (b) (6) protected concerted activity of bringing working conditions to the attention of the owner.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C) cell
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C)		Title
Address above	Telephone No. above	Date 4/29/13

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



FORM NLRB-501 FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

19-CA-104594

5/07/2013

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer <b>Strategic Resources, Inc. (SRI)</b>		b. Number of workers employed <b>49</b>
c. Address (street, city, state, ZIP code) <b>7927 Jones Branch Drive, Suite 600 West McLean, VA 22102 (Site: Joint Base Lewis-McChord)</b>	d. Employer Representative <b>Anita Lawson, Director of Human Resources &amp; Training</b>	e. Telephone No <b>(703) 749-3040 Fax: (703) 749-7990</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Service Contract</b>	g. Identify principal product or service <b>Victim Advocates</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a)1, 8(a)3 and 8(a)4 of the National Labor Relations Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>In the last Six (6) months the above named employer has taken punitive and retaliatory measures against employee(s) for their union activities. These actions caused employees to suffer financial losses and continued the pattern of harassment and maintaining a hostile work environment.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>International Association of Machinists &amp; Aerospace Workers, AFL-CIO, District Lodge W24</b>		4b. Telephone No. <b>(503) 656-1475 Fax: (503) 657-2254</b>
4a. Address (street and number, city, state and ZIP code) <b>25 Cornell Avenue, Gladstone, OR 97027</b>		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) <b>International Association of Machinists &amp; Aerospace Workers, AFL-CIO</b>		
6.. DECLARATION		
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.		
By <u>Claudio R. Figueroa</u> Claudio R. Figueroa (Signature of representative or person making charge)		Title <b>Grand Lodge Representative</b>
Address <b>International Association of Machinists and Aerospace Workers, AFL-CIO 620 Coolidge Drive, Suite 130 Folsom, CA 95630</b>	Telephone No. <b>Phone: (916) 985-8101 Fax: (916) 985-8121 Cell: ((16) 296-6805 Cfigueroa@iamaw.org</b>	Date <b>May 7, 2013</b>

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case  
19-CA-104648Date Filed  
5-8-2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Microsoft Corporation		b. Tel. No. (425) 882-8080
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) One Microsoft Way Redmond, WA 98052	e. Employer Representative Sakun Ganason, HR	g. e-Mail
		h. Number of workers employed 50,000
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service technology	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents, or representatives, discriminated against (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) voicing complaints about employee working conditions on behalf of not only (b) (6), (b) (7)(C) but also other employees. More specifically, the Employer compelled (b) (6), (b) (7)(C) to take a leave of absence of indeterminate length and required (b) (6), (b) (7)(C) to claim that it was "personal leave", and has not to date permitted (b) (6), (b) (7)(C) to return to (b) (6), (b) (7)(C) regular job. The Employer also suggested that because of (b) (6), (b) (7)(C) voicing such complaints (b) (6), (b) (7)(C) might not get a Microsoft job in Paris, France that (b) (6), (b) (7)(C) had applied for and had expected to receive. In addition, the Employer told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) could not go outside the normal Microsoft chain of command to voice complaints about working conditions, and barred (b) (6), (b) (7)(C) from communicating with co-workers during (b) (6), (b) (7)(C) leave of absence.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) an individual

(Print name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

5/6/13  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

19-CA-104786

5/09/2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Trades Labor Corporation		b. Tel. No. 206-621-8436
		c. Cell No.
		f. Fax No.
		g. e-Mail
		h. Number of workers employed
d. Address (Street, city, state, and ZIP code) 108 Prefontaine PL S Seattle, WA	e. Employer Representative	
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <u>8(a)3</u> of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

During the last six months the employer violated sections 8(a)1 and 8(a)3 of the National Labor Relations Act by terminating my employment in retaliation for union organizing activity and I was terminated in front of other workers

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

Northwest Regional Organizing Coalition

**4a. Address (Street and number, city, state, and ZIP code)**

12201 Tukwila International Boulevard Suite 135  
Seattle, WA 98168-5121

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No. (b) (6), (b) (7)(C)

4e. e-Mail

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

Laborers International Union of North America

I, <b>(b) (6), (b) (7)(C)</b> , are true to the best of my knowledge and belief  By <b>(b) (6), (b) (7)(C)</b> (Print/Type name and title or office, if any)  Add <b>(b) (6), (b) (7)(C)</b> Seattle, WA May 9, 2013 (date)	Tel. No.
	Office, if any, Cell No.
	Fax No.
	e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case

19-CA-104967

Date Filed

5/13/2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

UFCW Local 21

b. Tel. No. 206-436-6513

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

5030 1st Ave S # 200  
Seattle, WA 98134

e. Employer Representative

Dave Schmitz, President

g. e-Mail

h. Number of workers employed  
8+

i. Type of Establishment (factory, mine, wholesaler, etc.)

Labor organization

j. Identify principal product or service

Union representation and organizing

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Within the past six months, the above-named Employer discriminated against its employee (b) (6), (b) (7)(C) in violation of the Act by constructively discharging (b) (6), (b) (7)(C) based on (b) (6), (b) (7)(C) Union and other protected, concerted activities.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charges and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an Individual

(Print/type name and title or office, if any)

Same as above

May 13, 2013

(date)

Address

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

FORM EXEMPT UNDER 44 U.S.C. 3512

Case

Date Filed

## INSTRUCTIONS:

19-CA-106044

5-29-13

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Bay Area Properties, LLC (Baycrest Village)

b. Tel. No. 503-598-2810

c. Cell No. 503-515-3558

d. Address (Street, city, state, and ZIP code)

10220 SW Greenburg Rd Ste 201  
Portland OR 97223

e. Employer Representative

Jodi Guffee

f. Fax No. 503-595-2818

g. e-Mail

jodi@radiantseniorliving.com

h. Number of workers employed  
approximately 190i. Type of Establishment (factory, mine, wholesaler, etc.)  
Skilled Nursing Facilityj. Identify principal product or service  
Senior Living

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8 (a) (3)

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(b) (6), (b) (7)(C) terminated prior to employer completing investigation or following progressive discipline.

05-09-13 (b) (6), (b) (7)(C) threatened rank and file member with retaliation if said member wanted a Union Representative involved in establishing a change in working conditions.

Management is holding Union Stewards to a higher standard over rank and file members.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food and Commercial Workers Local 555

4a. Address (Street and number, city, state, and ZIP code)

3427 Ash Street  
North Bend OR 97459

4b. Tel. No. 541-756-0579

4c. Cell No. 541-260-0020

4d. Fax No. 541-756-1394

4e. e-Mail

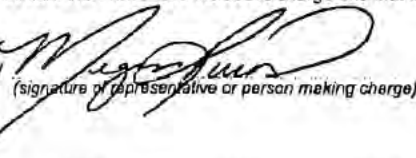
mrivas@ufcw555.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers local 555

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)

Megan Rivas UFCW Union Representative

(Print type name and title or office, if any)

Tel. No.

541-756-0579

Office, if any, Cell No.

541-260-0020

Fax No.

541-756-1394

e-Mail

mrivas@ufcw555.org

Address 3427 Ash Street North Bend OR 97459

05-29-30

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-00)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case


19-CA-106425

Date Filed

6/3/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer Leenders Dry Wall	b. Tel. No. 360-384-4829
	c. Cell No. 360-815-2423
	f. Fax No. 360-354-4635
d. Address (Street, city, state, and ZIP code) 380 Homestead Blvd. Lynden, WA 98624	e. Employer Representative Dave Leenders
	g. e-Mail dleenders@comcast.net
	h. Number of workers employed 21-30
i. Type of Establishment (factory, mine, wholesaler, etc.) Construction	j. Identify principal product or service Dry Installation and Finishing
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The employer constructively discharged employees (b) (6), (b) (7)(C) & (b) (6), (b) (7)(C) or engaging in protected concerted activity by Threatening them with the immediate arrest of their families and deportation if the employees did not cease and desist with all protected concerted activity regarded wages terms and conditions of employment. Due to the significant impact of the threat (b) (6), (b) (7)(C) & (b) (6), (b) (7)(C) immediately sought employment elsewhere and relocated their families.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES	
4a. Address (Street and number, city, state, and ZIP code) 6770 E MARGINAL WAY S, Bldg E#321 Seattle, WA 98108	4b. Tel. No. 206-441-5564
	4c. Cell No. 206-794-1240
	4d. Fax No. 206-448-6478
	4e. e-Mail omar@lupatdc5.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By  Omar Rubi (Signature of representative or person making charge) (Print/type name and title or office, if any)	
Tel. No. 206-441-5554	
Office, if any, Cell No. 206-794-1240	
Fax No. 206-448-6478	
e-Mail omar@lupatdc5.org	
Address <u>6770 E MARGINAL WAY S Bldg E # 303-B</u> 6/3/13 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case

19-CA-106443

Date Filed

6/3/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practices occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Greyhound Lines, Inc.

b. Tel. No. 303-292-8546

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

205 S. Lamar  
Dallas, Texas 75202

e. Employer Representative

Mike Timlin,  
Area Representative

g. e-Mail

h. Number of workers employed

i. Type of Establishment (factory, mine, wholesaler, etc.)

Bus lines

j. Identify principal product or service

Passenger bus transportation

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the Employer discriminated against (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in retaliation for engaging in protected concerted activity, including raising issues with management about limitations on hours of service.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail  
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) belief.  
(b) (6), (b) (7)(C) an individual

(b) (6), (b) (7)(C) or office, if any)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

Address (b) (6), (b) (7)(C)

6/2/13  
(date)

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1801)

## PRIVACY ACT STATEMENT

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FORM NLRB-601  
(7-84)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 19-CA-106508	Date Filed 6-5-13
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## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal service		b. Number of Workers Employed Hundreds of Thousands
c. Address (street, city, State, ZIP, Code) 520 Willamette Eugene, OR 97401	d. Employer Representative Paul Bastinelli	e. Telephone No. 541-341-3601 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify Principal Product or Service Postal Service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Management has targeted the Branch (b) (6), (b) (7)(C) in that recently they steadfastly refuse to bargain with (b) (6), (b) (7)(C). Management refuses to acknowledge requests for time and information from the (b) (6), (b) (7)(C). The Union and management have signed numerous agreements regarding providing time/information, but they refuse to comply with those agreements and respond to the (b) (6), (b) (7)(C) requests. They refuse to discuss grievances with the Branch (b) (6), (b) (7)(C). They are retaliating against the (b) (6), (b) (7)(C) as a Letter Carrier for (b) (6) activities as a Union Representative.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (If labor organization, give full name, including local name and number)

Branch 916, National Association of Letter carriers

## 4a. Address (street and number, city, State, and ZIP Code)

931 River Road  
Eugene, OR 974044b. Telephone No.  
541-954-2107

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

N (b) (6), (b) (7)(C) icers

## 6. DECLARATION

I, the above charged, and the above charged, declare that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)  
(Signature of representative or person making charge)

(b) (6), (b) (7)(C)

(Title, if any)

Address 931 River Road Eugene, OR 97404

Fax No. 541-954-2107

6/04/13

(Telephone No.)

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

**DO NOT WRITE IN THIS SPACE**

Case  
19-CA-106644

Date Filed  
6-6-13

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer Commercial Care Landscape, LLC	b. Tel. No. (503) 244-2211
	c. Cell No. (503) 881-6022
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 10300 SW Greenburg Road, Suite 530, Portland, OR 97305	e. Employer Representative Registered Agent: Leanne M. Bowker
	g. e-Mail
	h. Number of workers employed 18
i. Type of Establishment (factory, mine, wholesaler, etc.) Landscaping Company	j. Identify principal product or service Provides landscaping services
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above listed employer retaliated against its employees, including (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) by discharging and/or disciplining them for engaging in protected concerted activity related to the employees' wages, hours and working conditions.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Corinna Spencer-Scheurich, attorney representing above listed former employees of Commercial Care Lanscaping	
4a. Address (Street and number, city, state, and ZIP code) Northwest Workers' Justice Project 812 SW Washington, Suite 1100 Portland OR 97205	4b. Tel. No. (503) 525-8454
	4c. Cell No.
	4d. Fax No. (503) 946-3029
	4e. e-Mail corinna@nwjp.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
<b>6. DECLARATION</b>	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	Corinna Spencer-Scheurich (Print/type name and title or office, if any)
Tel. No. (503) 525-8454, ext 18	
Office, if any, Cell No.	
Fax No. (503) 946-3029	
e-Mail corinna@nwjp.org	
Address 812 SW Washington Street Portland, OR 97205	5/28/2013 (date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-106650	6/5/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer <b>TRADES LABOR CORPORATION</b>		b. Tel No. <b>(206)621-8436</b>	
d. Address (street, city, state ZIP code) <b>108 Prefontaine Pl. S. Seattle, WA 98104</b>		c. Cell No.	
e. Employer Representative <b>Owner</b>		f. Fax No.	
		g. e-Mail	
		h. Dispute Location (City and State) <b>Seattle, WA</b>	
i. Type of Establishment (factory, nursing home, hotel) <b>Temporary Labor</b>		j. Principal Product or Service <b>Temporary Labor Subcontracting</b>	
		k. Number of workers at dispute location	
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) <b>Since in or around early May 2013, the Employer has discriminated against (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) by failing and/or refusing to dispatch (b) (6), (b) (7)(C) and by denying (b) (6), (b) (7)(C) sick pay, in retaliation for engaging in protected concerted activity.</b>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>NORTHWEST REGIONAL ORGANIZING COALITION</b>			
4a. Address (street and number, city, state, and ZIP code) <b>12201 TUKWILA INTERNATIONAL BLVD, STE 135, SEATTLE, WA 98168</b>		4b. Tel No. <b>(206)384-7989</b>	
		4c. Cell No.	
		4d. Fax No. <b>(206)241-3129</b>	
		4e. e-Mail <b>benfreitag@icloud.com</b>	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) <b>Laborers International Union of North America</b>			
6 DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel No. <b>(206)384-7989</b>	
By  (signature of representative or person making charge)	<b>BENJAMINE R. FREITAG, Organizer</b>	Office, if any, Cell No.	
Address: <b>12201 TUKWILA INTERNATIONAL BLVD, STE 135, SEATTLE, WA 98168</b>	Print Name and Title	Fax No. <b>(206)241-3129</b>	
Date:		e-Mail <b>benfreitag@icloud.com</b>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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SEATTLE, WA

2013 JUN 5 PM 3:06

RECEIVED  
NLRB  
REGION 19



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case	Date Filed
19-CA-107010	6-11-13

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer U.S. Postal Service	b. Tel. No. 541-386-9416
	c. Cell No. ?
d. Address (Street, city, state, and ZIP code) 408 Cascade Ave Hood River, OR 97031	f. Fax No. 541-386-9418
e. Employer Representative Postmaster Kevin Branson	g. e-Mail ?
i. Type of Establishment (factory, mine, wholesaler, etc.) Postal Installation	h. Number of workers employed approx. 28
j. Identify principal product or service Collection : Delivery of Mail	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a) 1 and 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Our National Agreement provided for a Local Negotiation Implementation Period from 4-1-2013 through 4-30-2013. The Union notified management on 4-11-2013 of its intent to open the negotiations. From 4-11-2013, management refused to negotiate. The (b) (6), (b) (7)(C) filed grievances addressing the issues. On 6-5-2013 and 6-7-2013, (b) (6), (b) (7)(C) was subjected to intimidation and retaliation, with threats of discipline and possible removal.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) National Association of Letter Carriers, Branch 954 The Dalles	
4a. Address (Street and number, city, state, and ZIP code) P.O. Box 222 Parkdale, OR 97041	4b. Tel. No. no office phone
	4c. Cell No. 541-521-9263
	4d. Fax No. none
	4e. e-Mail none
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) AFL-CIO, American Federation of Labor - Congress of Industrial Organizations	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
By (b) (6), (b) (7)(C)	Tel. No. cell (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	Office, if any, Cell No. none
(b) (6), (b) (7)(C)	Fax No. none
(b) (6), (b) (7)(C)	e-Mail
Address P.O. Box 222, Parkdale, OR 97041 06/10/2013 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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